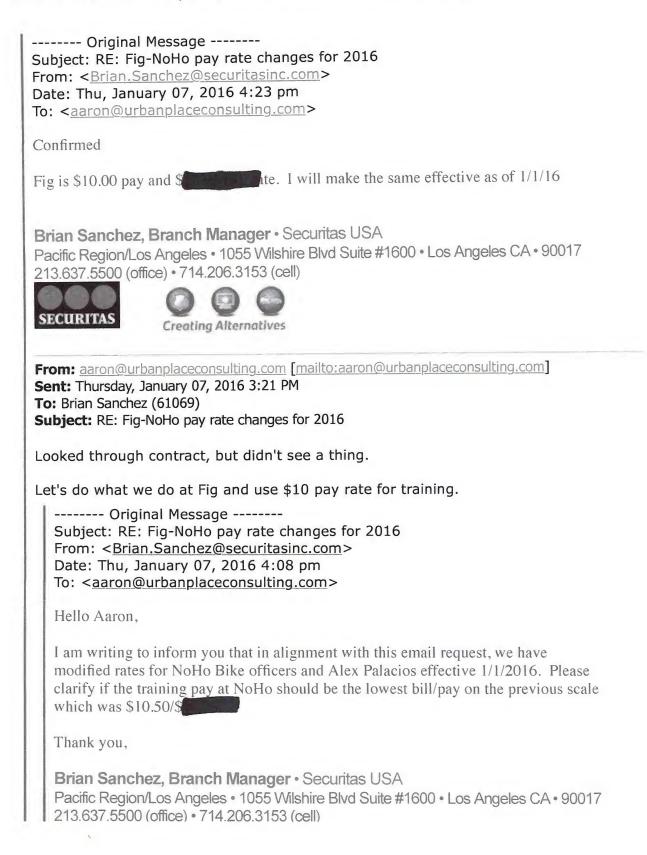
From: aaron@urbanplaceconsulting.com

Subject: RE: Fig-NoHo pay rate changes for 2016

Date: January 7, 2016 at 3:32 PM

To: Brian.Sanchez@securitasinc.com

Just use the NoHo multiplier for the \$10 rather than the Fig multiplier.



A





From: <u>aaron@urbanplaceconsulting.com</u> [mailto:aaron@urbanplaceconsulting.com] Sent: Friday, December 18, 2015 11:50 AM To: Brian Sanchez (61069) Subject: Fig-NoHo pay rate changes for 2016

Hi Brian,

Wanted to give you a heads up on some Fig and NoHo pay rate changes approved in the budgets that will begin in 2016.

For Fig- Alex is receiving a \$1 pay raise to \$26.75 pay/\$ bill beginning Jan. 1, 2016.

I asked about this last year (didn't implement) and you provided me with a bill rate of second which added on the second increase for tools.

Fig also approved pay increases for all other steps, but not until July 2016.

For NoHo- all ambassador bike patrol steps go up .50 cents to help keep up with the min wage increases.

Using the exising bill rates that correspond to our pay rates, here's what I have as the new steps/pay/bill rates.

Start- \$11/\$ 90 Days \$11.50/ 1 Year- \$11.75/\$ 2 Year- \$12.25/ 3 Year- \$12.75/\$

These increases will apply to all bike patrol current and new beginning Jan. 1, 2016.

Thanks, Aaron

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